

Cullings

Panelist

Paula B. Cullings, MCA
Director of the Office of Fair Practices
Maryland Transit Administration



Paula B. Cullings is currently working for the Maryland Transit Administration (MTA) as the Director of the Office of Fair Practices. As such, she is responsible for MTA's compliance with a variety of state and federal government statutes, notably Minority/Disadvantage Business Enterprise (MBE/DBE), Equal Employment Opportunity (EEO, Title VI of the Civil Rights of 1964 (Section 602) and American Disabilities Act (ADA).

Paula brings a considerable range of experience to her position. Early in her career, before becoming a public servant, understanding the importance of government contracts to small businesses, Paula owned and operated her own businesses to include Inner Harbor Paper Supply Company, formed in 1978, providing industrial paper products to private and public sector. Upon winning major contracts with private and public sector clients, Paula and Inner Harbor Paper Supply Company became the first woman-owned minority regional distributor for Coca-Cola Syrup in the Maryland region and proved successful.

During that same period, Paula was president of a school bus company holding a fleet of 14 buses, employing more than 25 employees, with major contracts with Baltimore City Public Schools and several Jewish and private schools in the North Baltimore area. She has held the position of Minority and Women Business Enterprise Liaison for the Baltimore City Public School System. In this role, Paula developed a reporting system to track dollars spent by the school system with M/WBE firms, a tireless advocate, working within the system and other departments and agencies to open the bid process to these firms. Later, a teacher and mentor to start-up companies at Baltimore City Community College.

To prepare for such an endeavor, Paula was the co-founder of the Greater Baltimore Minority Purchasing Council in 1975. Today, the organization is known as the Supplier Development Council (Baltimore/Washington). This organization prepares minority entrepreneurs to market and successfully provide goods and services to corporate America.

Having been employed with the Baltimore City Department of Finance and Bureau of Purchases for 16 years, Paula has created outreach programs to introduce corporate contractors to minority and women vendors, thus developing a Supplier Guide, detailing protocols for doing business with the city. Paula holds more than 20 years of experience in procurement at the local level and in championing and monitoring participation in government contracting by minority and women-owned businesses. She also holds over 25 years in the experience in the field of M/DBE compliance.

Throughout her career in government, Paula has sought out opportunities to improve her knowledge, mediation and persuasive skills by completing several training and certificate programs related to public procurement management. Among her many accomplishments, she has participated in the mayor's Executive leadership Program at the University of Baltimore and is recognized as a master Compliance Administrator by the American Contract Compliance Association.